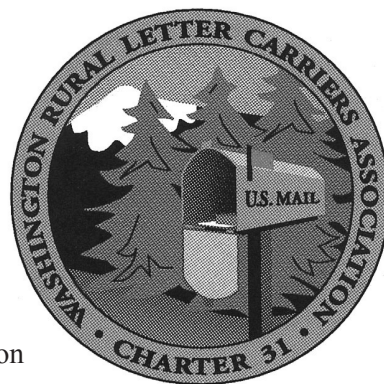


WASHINGTON RURAL CARRIER

Official Publication of the Washington Rural Letter Carriers' Association

January 2008



Where Service Begins With a Smile

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TIME FOR MAIL COUNT

BE ALERT DURING THE FEBRUARY-MARCH 2008 MAILCOUNT

Patricia Alexander, President
Senior Assistant State Steward

There is a reason that management is counting all rural routes during this year's mail count. During the Special Mail Count in September 2007, most routes lost at least two hours of evaluation, and management is stating that since there is less mail now (Have you noticed less mail? I have not.), all rural routes need to be counted so they will be at the correct evaluation.



Truth be told, a correct evaluation is exactly what rural carriers want, and all of us need to be alert so that our routes are properly credited during the mail count that begins on February 23, 2008. In past mail counts, besides the disputes over whether articles are flats or parcels, other issues have occurred:

1. In a mail count a few years ago, my route was incorrectly credited with 80 parcels for the entire mail count, but the actual count should have been 800 parcels. Because I check all entries, and you should, too, I was able to get management

to correct this error.

2. A rural carrier in the Special Mail Count last September was given 5 boxholders in Column D, instead of the correct number, 5 sets of boxholders, which was over 600 boxholders for 5 different times. When this was brought to management's attention, the error was corrected, but management did not catch the error, and the rural carrier did.

I am sure you can think of other issues that have occurred during a mail count, and to be absolutely fair, most managers are trying to count routes accurately. However, it is your route that is being evaluated, and the mail count this February-March will affect your pay until the next mail count.

I encourage everyone to attend a mail count school on February 10 or February 17. With the new contract, it is a good idea to be familiar with the new procedures. You have received a notice from our State Secretary-Treasurer, Becky Wendlandt, listing times and places. **PLEASE BRING THE SPECIAL ISSUE OF THE NATIONAL MAGAZINE THAT CONTAINS OUR NEW CONTRACT AND THE 2008 MAIL COUNT GUIDE. You should keep the magazine at least until 2010, when we will be negotiating a new contract.**

If you see an item that you feel has not been counted correctly, bring this to management's attention immediately, before you have cased and delivered the item. If management does not agree with you, do not get into a shouting match. Instead, write down the dimensions of the article; for example, if this is a flat or parcel dispute, state whether the item is rigid, whether it will fit in the case with the other mail already cased (It is a good idea to list the items in that particular mail slot, such as Vanity Fair, Good Housekeeping, National Geographic, four letters, etc.), and then at the end of mail count, **IF YOU ARE STILL UNABLE TO RESOLVE YOUR MAIL COUNT RELATED DISPUTE WITH MANAGEMENT, DO NOT SIGN THAT THE MAIL COUNT IS CORRECT.** You will

then need to write a detailed protest letter and give this to your manager, who will also write a letter regarding the facts as he or she sees them, and these two letters will be sent to Operations Programs Support for a decision. It is unlikely that OPS will agree with the rural carrier opinion. If you still feel that you are right, then the next step is up to you. Please refer to the State Steward's article in this paper for the proper procedure for filing a grievance should your discussions with management fail to achieve a correct mail count evaluation.

On another subject, Local Stewards should bring the Special Issue of the National Magazine that contains the new contract and mail count guide to their **ENHANCEMENT TRAINING**, along with the Steward's Reference Guide and a PO 603.

Good luck with the mail count. This is never a pleasant time for rural carriers or managers, but an hour's evaluation can be \$2,000 a year, so every item counts.

CAMPAIGN ANNOUNCEMENTS

Anyone interested in submitting an article to announce their intention to run for a State office or National Delegate position must have their article to the Editor by March 20. You may send your article to PO Box 93, Vashon, WA 98070-0093 or by e-mail to s.k.hill@comcast.net. Microsoft Word, Times New Roman size 12 font is preferred. Articles must be ¼ page or less and will not be edited.

\$\$ Free Money \$\$

Patrick Pitts

Vice-President and Senior Assistant State
Steward

Well, not really. You do have to work a bit for it but your State Board is offering you a chance to put up to \$1,775.00 OR MORE in your pocket. Do I have your attention? Good!



As you are aware, there will be a national mail count conducted February 23 through March 7, 2008. There are specific routes which must be counted and all remaining routes which either the manager or the carrier “opts-in” will be counted. Many of you have learned that management has the ability to “opt-in” all routes in a delivery unit. What we are seeing is a concerted effort on the part of the Postal Service to include all routes, or as many as possible, in the upcoming mail count. We have heard that Districts across the country are requiring managers to “opt-in” all routes in their respective office.

There are very specific procedures which must be followed in order for management (or the carrier) to “opt-in” routes which fall into the option category. In short, if you did not receive a “round-dated” copy of the election form opting you into the count by the close of business on January 11, 2008, you may not be included in the mail count. Contact your steward for guidance and assistance.

I know, I know. You’re saying to yourself “what about the MONEY?” **SHOW ME THE MONEY!** Did you know that 1 minute claimed (or unclaimed) during a mail count could be the difference between one evaluated classification and the next higher classification? The difference in evaluated compensation, between a 40 hour route and a 41 hour route (remember that just 1 minute could move you into the higher classification) at Step 12 is \$1,775.00! (This amount is based on the salary

chart in effect on September 2, 2006. The actual amount is slightly higher due to the December 3, 2007, Interest Arbitration Award.)

There have been substantial changes to various aspects of the mail count over the last few years, and this year including a computerized PS Form 4239, Reloading/Unloading, Do Not Bend items, Mail-pieces containing rigid items, Scanner set-up time, Carrier Pick-up, Shipment Confirmation Acceptance Notice (SCAN) duties, Form 3982-R (Rural Boxholder Non-Delivery Request {RBNR}), Column F – Accountable Items, 2nd Trips, the 50 foot rule, and the list goes on. YOU NEED TO ATTEND one of the upcoming mail count trainings being offered. YOU NEED TO UNDERSTAND that the mail count is not a minor inconvenience that lasts for 2 weeks but an opportunity to ensure that you are fairly and adequately compensated for ALL the duties required of you on a day-to-day basis. THIS IS YOUR PAYCHECK!

The ONLY way to ensure that you are being paid for everything you do is to ensure you KNOW and are CREDITED WITH everything you are entitled to. And the ONLY way to ensure you KNOW what you are entitled to is to attend one of the available mail count training presentations. It is at these trainings where you will be presented with all the information you need in order to be prepared for the upcoming count. And it needs to be said that it is equally important for ALL relief carriers who will be working during the mail count period to also be in attendance at these available trainings. Relief carriers need to remember, this is your paycheck too. Regular carriers and relief’s, now is the time. Each and every day you do the work, you perform the duties diligently and with professionalism. Now is the time to educate yourself, to prepare yourself and to be certain that you are being paid fairly and accurately for all you do.

Prepare for the Future

Becky Wendlandt
State Secretary-Treasurer

New Year's Goals?:

What are you doing with your Thrift Savings? Remember, it is tax deferred so you are paying yourself, not the IRS! For example, if you



decide on 20% of your salary, then every \$100 you earn puts \$20 in your thrift savings. **Not only are you setting money aside for your retirement and getting the benefit of it compounding, but at the end of the year when you are filing your IRS return, the Postal Service's W-2 will show that you earned the \$100 but that you only have to pay tax on the \$80.** You can change your percentage for Thrift Savings anytime in the year by going to the USPS lite blue web site. If you think you can't afford it now, think about your health and money needs when you are at retirement age (or ask a retiree!)

Responsibility: Looking for a challenge? How about becoming a county or state officer? Along with the responsibility is the rewarding time spent with other officers and members. Do you know that your board diligently administers a half million dollar budget each year? Each officer takes their duties very seriously and at every board meeting each line item in the budget is reviewed. Every month the bank/credit union accounts are balanced to the penny. All forms are completed and sent to IRS, Department of Labor (DOL), Labor and Industries, and Employment Security Department. The Board Members completely go through the vouchers at each board meeting as per board policy. It is an honor to work with such dedicated officers!

Time for NO MORE SNOW and for your **County's Annual Meeting**. Some things to remember:

- County Meetings must be held by **May**

14th,

- Please have your resolutions written out to take to the meeting, as your county secretary has to submit them in the EXACT wording that is passed. Remember resolutions start with "Whereas" and your final statement of what you want starts out with "Be It Resolved". For example; Whereas more customers are using lock mail boxes with small openings that don't allow a box of checks to fit, Be It Resolved that parcel time be increased 200% more. (Don't we wish!!)

I will be sending packets out to your county secretary in February so that he/she will have all the information and forms.

State Convention: WHAT IS YOUR VOTE WORTH? Priceless - the same as each and every one of your fellow county members! Thanks to the delegates voting that **each** credentialed delegate gets paid the same rate for mileage (\$.33 per mile) and same convention allowance (\$250) up to the cap. Here are your duties as a credentialed county delegate to State Convention:

- Specific assignments to a committee as notified by the State President.
- Be in attendance at all business sessions of the State Convention beginning with the opening session and not leaving until the Convention has been adjourned.

So, if you can attend all 3 days of State Convention, then make sure you attend your Annual county meeting and ask to have your name on the ballot as a State Convention delegate! This is YOUR chance to make known YOUR concerns, ideas, and suggestions, and to meet and hear YOUR National Officer in Person. This year the state convention will be in Lynden on **Monday, Tuesday, Wednesday (June 23, 24, and 25th)**. See the registration form in this paper and mail it in early to avoid a late fee!

National Convention Delegates: We are very close to qualifying for **one more delegate (from 20 to 21)** to National Convention this year thanks to our growing membership The National Convention

delegate nomination form will be in the February issue thru the May issue of the National paper. If you want to be a National Convention Delegate then complete the nomination form and mail it to the State Secretary. I will acknowledge the receipt of your nomination form with a return postcard. **If you have not gotten a return postcard from me within 2 weeks after you sent me your nomination form, please call to verify that I received it. Otherwise your name might not be on the ballot.**

My New Address: I moved last year and still receiving some union correspondence to my old address. Please make sure you use this address (especially when sending new dues forms ☐).

2811 N. Chase Ln
Liberty Lake WA 99019-5002
Same Cell Phone: (509) 710-7840
New Fax Phone: (509) 926 9522
Same E mail: rebeccawen@icehouse.net

Best to you and yours,
Becky Wendlandt

Can You Help?

Director of Steward Operations Ronnie Stutts is seeking original copies of pre-1960 National magazines. He would like to scan all issues in order to create a searchale electronic archive. If you have any of these papers please contact him at 703-684-5545. You may send them to him at NRLCA attn: Ronnie Stutts, 1630 Duke St., 4th Floor, Alexandria, VA 22314. Thank you.

CALLING ALL HOSTS AND HOSTESSES

Becky Pike, District 1 Representative

District 1 is hosting our state convention June 23, 24 and 25 at Homestead Farms Golf Resort and Convention Center in Lynden. If you work in King, Snohomish, Skagit, Island, San Juan or Whatcom counties you are in District 1. Let's work together and put on a warm welcome for our convention attendees.



Our first task is the Sunday evening social at the Lynden City Park. We want to have a fun party and with lots of help we can do it!

Everyone loves the ditty bags that are given out at conventions. We can all start now on collecting treasures for these bags. Some ideas are casino cards, tablets, pens, pencils, key chains and snacks. Ask your local businesses if they have advertising trinkets to donate to the Washington Rural Letter Carriers convention.

Some of the committees that need your help are: registration table, banquet decorations, meeting room decorations and gifts for our invited speakers.

You'll find the registration information on another page in this issue of the paper. Register early and come for a fun time and a learning experience.

Give me a call or send an email if you can help host this year's convention.

360 933 4899 rpikes@comcast.net

Washington Rural Letter Carriers' Association **Statement of Activities - Previous Year Comparison**

July through December 2007

	Jul - Dec 07	Jul - Dec 06	% Change
Ordinary Income/Expense			
Income			
400000 · Dues Income	246,031.52	217,283.82	13.2%
410000 · National General Insurance-G...	15,717.84	15,814.32	-0.6%
420000 · Reimbursements & Refunds	8,794.00	10,354.60	-15.1%
Total Income	270,543.36	243,452.74	11.1%
Expense			
500000 · Per Capita Expenses	29,349.64	7,607.80	285.8%
520000 · Meetings and Conventions	51,525.30	55,273.97	-6.8%
530000 · Equipment Fund	3,003.35	1,333.95	125.2%
550000 · Other Expenses	21,357.99	17,982.68	18.8%
610PA · President - P. Alexander	2,381.61	1,926.33	23.6%
620PP · Vice President P Pitts	1,677.52	1,453.47	15.4%
630RW · Sec/Treas. - R. Wendlandt	26,538.68	20,114.32	31.9%
640SH · Editor - Susie Hill	2,102.52	2,381.76	-11.7%
645000 · Washington Rural Carrier (WRC)	2,012.73	2,902.93	-30.7%
650RP · District 1 - R. Pike	2,239.98	1,539.28	45.5%
660JB · District 2 - J. Blackburn	1,667.96	1,723.57	-3.2%
670CF · District 3 - C. Freeman	1,677.52	1,663.16	0.9%
680DR · District 4 - D. Reppe	2,458.92	2,142.72	14.8%
700CA · State Steward - C. Alexander	21,036.41	18,649.55	12.8%
705000 · Steward Training Expenses	7,762.79	11,812.20	-34.3%
710JP · Senior Asst. Stew. - J. Peck	0.00	1,813.86	-100.0%
740MH · Senior Asst.Stew - M. Hartshorn	4,954.81	5,678.43	-12.7%
750PA · Senior Asst.Stew - P. Alexander	13,307.94	10,626.96	25.2%
770JP · Senior Asst Stew - J. Patteson	20,593.22	15,028.92	37.0%
780PP · Senior Asst Stew - P. Pitts	20,844.37	18,762.45	11.1%
790JF · Asst. Stew - J. Frymire	5,853.89	7,550.58	-22.5%
791RC · Asst. Stew - R. Cowan	16,843.32	12,279.37	37.2%
792CF · Asst Stew - C. Freeman	13,740.84	9,967.22	37.9%
880LS · Local Steward	176.97	119.89	47.6%
Total Expense	273,108.28	230,335.37	18.6%
Net Ordinary Income	-2,564.92	13,117.37	-119.6%
Other Income/Expense			
Other Income			
450000 · Interest Income	3,204.25	2,302.13	39.2%
Total Other Income	3,204.25	2,302.13	39.2%
Net Other Income	3,204.25	2,302.13	39.2%
Net Income	639.33	15,419.50	-95.9%

Washington Rural Letter Carriers' Association
Statement of Financial Position - Compared to Previous Year
As of December 31, 2007

	<u>Dec 31, 07</u>	<u>Dec 31, 06</u>	<u>% Change</u>
ASSETS			
Current Assets			
Checking/Savings			
101000 · Chkg - WA Trust Bank	9,464.34	12,172.18	-22.3%
102000 · Svgs - APCU	24,080.23	20,688.16	16.4%
103000 · Chkg - Atlanta Postal Credit Un	568.75	1,298.63	-56.2%
140000 · C.D.#70 APCU 12 mo (5-15-20...	0.00	25,830.65	-100.0%
141000 · C.D.#71 APCU 12 mo (8-1-2006)	27,069.64	25,592.78	5.8%
142000 · C.D.#72 APCU-12 mo (11-6-06)	0.00	25,215.36	-100.0%
143000 · C.D.#73 APCU-12 mo (2-8-07)	26,284.02	0.00	100.0%
144000 · C.D.#74 APCU 12 mo (5-14-07)	25,896.60	0.00	100.0%
Total Checking/Savings	<u>113,363.58</u>	<u>110,797.76</u>	<u>2.3%</u>
Total Current Assets	<u>113,363.58</u>	<u>110,797.76</u>	<u>2.3%</u>
TOTAL ASSETS	<u>113,363.58</u>	<u>110,797.76</u>	<u>2.3%</u>
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Other Current Liabilities			
210000 · Payroll Tax Liabilities	731.32	900.45	-18.8%
Total Other Current Liabilities	<u>731.32</u>	<u>900.45</u>	<u>-18.8%</u>
Total Current Liabilities	<u>731.32</u>	<u>900.45</u>	<u>-18.8%</u>
Total Liabilities	<u>731.32</u>	<u>900.45</u>	<u>-18.8%</u>
Equity			
390000 · Net Assets	111,992.93	94,477.81	18.5%
Net Income	639.33	15,419.50	-95.9%
Total Equity	<u>112,632.26</u>	<u>109,897.31</u>	<u>2.5%</u>
TOTAL LIABILITIES & EQUITY	<u>113,363.58</u>	<u>110,797.76</u>	<u>2.3%</u>

NEXT DEADLINE

All articles for the next edition need to be submitted by March 20. Thank you.

WHAT HAS THE UNION DONE FOR US?

Charles Alexander, State Steward

There are numerous reasons to be discouraged by the way the Postal Service treats the rural craft. Some of the Postal Service's current favorite tactics are to start



us later, not let us case afternoon mail, and to take away casing equipment that we need to do our jobs. No wonder it is getting harder and harder to say with conviction that the evaluated system is still better than hourly compensation.

Some rural carriers and leave replacements have turned to blaming the Union for everything the Postal Service has done and continues to do to make our jobs more difficult, less efficient, and less rewarding. In reality, it is the Postal Service that is constantly looking for ways to turn good faith bargaining into twisted interpretations which only benefit management. Some examples are as follows:

- (1.) In the Extension to the 1999 Contract, the Formula was invented to allow carriers in offices where it was literally impossible to hire, to at least be able to be off on their relief days. To keep management from failing to put forth sufficient effort to hire, premium pay (known as DACA Code 3 or DACA Code 5) was tacked on as a financial penalty to the employer whenever an employee was forced to work his/her relief day. The Postal Service soon turned that benefit around by tracking DACA Code 3 and 5 for individual offices and then invoking the Formula for those offices which exceeded an artificially-low threshold for premium pay use.

- (2.) Then in 2002, National Arbitrator Wells dealt us one of the most severe setbacks we have ever had to endure to our standards for flats. That reduction alone was enough to cause carriers to lose multiple hours of evaluation in the National Mail Count which immediately followed the infamous Wells' award. It was during this time in 2002 when rural carriers were essentially down on the mat trying to cope with the significant financial pain caused by the Wells' Award that the Postal Service began a campaign of base lining, redlining, threats, and intimidation aimed at further reducing evaluations during mail counts. The rural craft thus became the victim of the Postal Service's greed and lack of ethics during the 2002 mail count and all of the mail counts after that through 2006.

The National Rural Letter Carriers' Association, the Union representing your interests, stepped up to the plate in 2002, 2003, 2004, 2005, and 2006 by filing National-level grievances on the Postal Service's less-than-equitable/honorable methods for conducting mail counts. Arbitrator Eischen came down hard on the Postal Service by agreeing with the Union that the Postal Service had violated the spirit of a fair and representative mail count in 2002. When the Postal Service attempted to distort the intention of Arbitrator Eischen's Award, your Union went back before him to clarify the remedy of the original award.

I realize that it has seemed like an eternity to bring closure to the 2002 National Mail Count Grievance, but our Union never faltered and continued to press forward for a fair and equitable resolution. Finally on December 14, 2007, we learned that the Union's persistent effort resulted in an unbelievably-large monetary grievance settlement. We were once called by the NALC (City Carriers' Union) the lap dog of management. That was never a true statement, but today more than ever, a good argument could be made for the NRLCA being called the lead dog of the sled team. **The NRLCA settled with the**

Postal Service for an approximately 60-million-dollar remedy. Regular carriers who have been on the rolls from 2002 through 2006 will receive \$780 each. Those serving as regulars for only some of the years will be paid an agreed-to amount for the years they were on the rolls. RCAs will also receive compensation based on an agreed-to schedule. Retirees who were on the rolls during any/all of the 2002 - 2006 mail counts will be compensated. Even fired employees who were on the rolls during the affected years will receive compensation! This is a major accomplishment and a tremendous vindication for being treated unfairly. The monetary total alone is so large that the Postal Service will be forced to change tactics to avoid a reoccurrence of another huge grievance award in our favor. I have never been more proud of our Union, and I implore you to lend your support by encouraging non-Union members in your office to join with us to stand firm for fair treatment of the rural carrier craft. You can tell the non-members that the check they received this January for the 2002 National Mail Count Grievance Settlement will more than pay for their first year's dues. For the Union to remain strong, everyone in the rural carrier craft needs to pay their fair share. Together we can stand united in our resolve to be treated

RESOLVING ISSUES AND/OR FILING GRIEVANCES

It has been over two years since I first published this overview on resolving disputes with management. Mail counts historically lead to an increase in disputes and grievances, so it seemed prudent to reprint the procedures for resolving disputes and/or filing grievances. It goes without saying that grievances are an indicator of a breakdown in communications, so please make every effort to professionally resolve your disputes through discussion before you resort to filing grievances.

If you feel that management has initiated an action that adversely affects your wages, hours, or conditions of employment, and you are uncertain of documentation to support your position, ask your Local Steward, or your assigned Assistant

State Steward (if your office does not have a Local Steward) to help research the issue. However, whether you get advice or assistance from the Local Steward or Assistant State Steward, the responsibility for meeting with your supervisor and discussing the issue lies solely with you as the rural carrier who has a dispute with management.

There is a persistent myth that if you have a dispute with management, the first thing you do is to file a grievance. Filing a grievance is never the first thing you do when you have a dispute with management. The first thing that you are required to do under Article 15.3.a is to contact your supervisor to arrange for a mutually-agreeable time to discuss the issue/dispute. Neither management nor the rural carrier should play games regarding the meeting time for such a discussion.

Rural carriers have 14 days from the time they have learned or could have reasonably been expected to know that management did something that the rural carrier felt was contrary to the rules and regulations in the handbooks that govern rural delivery. Fourteen days is a reasonable period of time to dispute management's actions, so why is it that so many rural carriers wait until the 13th or 14th day to arrange for a discussion of their dispute?

If you have a dispute, take the first 7 days to research the arguments you plan to raise in your discussion with management. Utilize your Local Steward, or an Assistant State Steward if you do not have a Local Steward, so you can come to your discussion fully prepared to convince management of the errors of their ways. Waiting the 7 days to schedule an appointment also provides the often-needed time for tempers to cool down and emotions to subside. People who argue when they are angry are more likely than not to say something inappropriate or disrespectful and thereby derail their chances of convincing the other party through logic.

As soon as possible after you suspect that management has violated your rights, you should request a Resolving Issues with Postal Management packet from your Local Steward

or your assigned Assistant State Steward. This packet contains step-by-step instructions for your meeting with management. The packet also contains an important Union form that will enable you to document what is said and/or argued in your discussion with management. If you are able to settle your dispute, there is even a Settlement Form in the packet that will enable you to document the terms of the settlement.

Without question, the Resolving Issues with Postal Management packet is the most valuable tool you can possess before you enter into a discussion with management regarding an alleged violation of the handbooks and manuals. Even if you do not feel that you need any assistance in researching your dispute with management, you should immediately contact your Local Steward or Assistant State Steward to obtain the Resolving Issues with Postal Management packet. Thorough preparation is your best chance for ensuring a successful outcome in your meeting with management, and no tool will better prepare you for that meeting than the Resolving Issues with Postal Management packet.

Just as rural carriers should not wait until the last minute to schedule an informal discussion with management regarding the dispute or issue, management is not permitted to inordinately delay meeting with the rural carrier to discuss a dispute or issue. Most managers know that rural carriers and RCAs only have 14 days to initiate a discussion regarding a disputed issue, and so it may be tempting to some less-than-scrupulous managers to attempt to delay discussion of disputed issues beyond the 14-day time limit. Exceeding the 14-day time limit is, in almost every case, a procedural win by default for management. Obviously, it is much easier for management to simply declare that a discussion is untimely and therefore Dead on Arrival, rather than having to deal with the merits of the issue.

It is generally accepted that if a rural carrier comes to his/her supervisor in the morning and asks for time to discuss a disputed issue, management is

obligated to schedule that discussion sometime during that day. On the other hand, if the rural carrier comes to management late in the afternoon and wants to discuss an issue that day, such a request could be deemed unreasonable. In such instances, management would be obligated to schedule a discussion the following business day.

To prevent management from being tempted to find an excuse to extend the meeting time beyond the 14-day time limit, do not wait until the last minute to request a meeting time. It is important to note that there are no provisions for extending the 14-day time limit for rural carriers who wish to discuss a disputed issue with management. Extensions are possible for every level of the grievance process except the original meeting with management to discuss an issue and file a grievance if no resolution is achieved.

By way of review of the information above, you, not your Local Steward nor your Assistant State Steward, are responsible for requesting a meeting with your immediate supervisor no later than 14 days after management does something that you wish to dispute as a violation of the relevant provisions in the handbooks and manuals pertaining to rural delivery.

That having been said, it should be immediately apparent that the question, "What is the Union going to do about this?" is not the right question, nor is this question appropriate to the situation. The correct question is, "What am I going to do about management's alleged violation of the handbooks and manuals?" The first step is always yours, except in those situations where management has done something to affect multiple rural carriers and more than one of those rural carriers wishes to dispute management's actions. In such instances, it is a Union representative's duty to initiate a discussion with the immediate supervisor within the 14-day time limit. If such a discussion does not lead to a resolution of the dispute, and the Union still feels that management's actions were in violation of the relevant handbooks and manuals, the Union representative will file a Class Action

grievance.

Perhaps confusion resulting from a lack of understanding of the nature of a Class Action grievance is the source of the aforementioned inappropriate question, "What is the Union going to do about this?" In reality, even disputes with management over actions affecting multiple rural carriers have to start with more than one of the affected rural carriers stepping forward and stating to their Union representative that he or she wishes to have the issue pursued.

Finally, after requesting the Resolving Issues with Postal Management packet from your Local Steward or Assistant State Steward, researching the alleged violations by management, and timely scheduling an informal discussion with your supervisor, you should be well-prepared to argue the merits of your dispute. The Resolving Issues with Postal Management packet mentioned above has very clear directions regarding the procedure for that meeting. One of these procedures is worth re-emphasizing here. Only after you have discussed your dispute or issue with management and have not been able to reach a settlement is it appropriate to state that you are filing a Step 1 grievance over management's actions.

So it is that filing a grievance is the last, not the first, action taken by a rural carrier who has a dispute with management regarding wages, hours, and conditions of employment, as stipulated in the appropriate handbooks and manuals pertaining to rural delivery.

Unless the issue is a Class Action and more than one of the affected rural carriers has requested that a Union representative pursue the issue, the responsibility for meeting with management to discuss, resolve, or grieve a dispute lies solely with you, the affected rural carrier. Only after you have fulfilled your responsibility as described in detail above does the Union step in to settle, process, or withdraw the grievance you have initiated.

Charles Alexander
WARLCA State Steward

CDS AND PAC

You and I, as rural carriers, provide the highest levels of customer satisfaction, service and protection of the sanctity of the mail each and every day.

The Postal Service doesn't care!

Management would rather have a private contractor deliver (or mis-deliver) all of **YOUR** new deliveries to **YOUR** new customers.

They want to STOP Rural Growth!

Why should they allow **YOUR** route to grow when they can get a contractor with low wages, no health benefits, no retirement, limited training, no liability to the USPS and no union representation to deliver to **YOUR** new customers?

Contract Delivery Service (CDS) is a very real threat to the future existence of the Rural Craft.

YOU CAN STOP CDS!

The fight to stop CDS is the top legislative priority of the NRLCA. **YOUR PAC contribution** will ensure that congressional support continues to grow for both Senate Bill 1457 and House Resolution 282.

The S.1457 legislation, when enacted, would prevent the USPS from entering into any future contracts... for delivery of mail on any route with more than one family per mile (the same as HCR routes prior to 2003). Both of our Washington State Senators are co-sponsors of S.1457!

H.Res.282 simply expresses the "sense of the House... that the Postal Service should discontinue the practice of contracting out mail delivery services." While H.Res.282 does not have the force of law as does S.1457, it does have over 245 House of Representatives co-sponsors, including five Washington State

Representatives. The time is ripe for **YOUR** congressional Representative to sponsor a **House Bill** corresponding to Senate Bill 1457 – a House Bill with the force of law! **YOUR** personalized letter to your congressional Representative explaining **YOUR** thoughts about the Postal Service's continuing initiative to privatize mail delivery **and** urging them to introduce a House Bill corresponding to S.1457 could be the key factor in the fight against CDS.

The deliveries YOU save could be YOUR OWN!

While the fight against CDS is the NRLCA's top lobbying priority, other legislative issues of interest to rural carriers will continue to be addressed by the NRLCA. They include:

Opposition to "Do Not Mail" legislation
Support of "Vote-By-Mail" Initiatives
RCA time "buy back" (for time since 1989)
Repeal of the GPO and WEP Bills
Support of FEHBP "pre-tax" premiums
Support of Medicare Part D Subsidy
FERS Sick Leave Equity lump-sum payment

Thanks to **YOUR** generosity, WARLCA PAC Chair Susie Hill was recognized at the 2007 NRLCA National Convention for a 21% increase in State PAC contributions, with Washington State finishing at 27th in total contributions. Just consider that we could move into the **TOP TEN** with a \$10 PAC contribution from each WARLCA member in 2008!

YOUR PAC contributions can and will make a difference!

Contributing to PAC has never been easier. You may contribute at your County meetings, through Automatic Payroll Deductions (APD) or Electronic Funds Transfer (EFT), or you can mail your check made out to **NRLCA PAC** to your WARLCA PAC Chair Susie Hill, at PO Box 93 Vashon, WA 98070. **Note: No dues money is ever used for PAC.**

I would like to express my appreciation to our WARLCA PAC Chair Susie Hill, and the State Board, for allowing me the opportunity to submit this PAC article for consideration by the WARLCA membership. Thank you.

*Tony Lott
 Peninsula Counties Rural Letter Carriers' Association
 Vice President and County Unit PAC Representative*

NRLCA PAC contributions will be used for political campaign contributions and are not tax-deductible. All contributions are voluntary and persons solicited will be neither favored nor disadvantaged by their contribution amount or decision not to contribute.

PAC CHALLENGE

Want a \$100 gift card? It's easy. Every \$20 donation to PAC will enter your name in the challenge. There will be one card for K-S members and one card for all other county units.

The cards will be given at the end of State Convention in Lynden.

Send your donation, made out to NRLCA PAC, to Susie Hill PO Box 93 Vashon, WA 98070-0093

Please remember our deceased members in your thoughts and prayers

Judy Anderson, Carnation
 Richard Buddrius, Leavenworth
 Warner Berger, Pasco
 Janet Eades, Dayton
 Dallas Hake, Yakima
 Robert Johanson, Bremerton
 Anton Lind, Everett
 Robert MacKenzie, Yakima
 Kay Smith, Moses Lake
 Raymond Zook, Packwood
 Herbert Zoret, Wenatchee

WARLCA 2008 STATE CONVENTION REGISTRATION**Homestead Farms Golf Resort and Convention Center, Lynden, WA****Phone: 1 800 354 1196 -- www.homesteadfarmsgolf.com -- 115 E Homestead Blvd****Room Rate: \$74 single/dbl Farmhouse Std - \$89 single/dbl Farmhouse Deluxe****Great Links Lodge Condos are \$129 single/dbl. All rooms have \$2 resort fees per night.****Convention starts Monday, June 23, 2008 at 8:30 AM with full day sessions****through Wednesday, June 25, 2008. Room Reservations Deadline is 5/23/08.****Rural Delivery Issues Training will be Sunday, June 22, 2008 from 10 AM to 4 PM.**Name: _____ 1st time Attending? _____

Address: _____

Phone: _____ Staying At Homestead? _____ (we need to meet block of 30 rooms so need to know – we will be the only guests at this hotel ☐)

There is a **\$30 fee per delegate for registration** which includes the Sunday social. Fee will be waived if one banquet meal or two lunches (Monday, Tuesday, or Wednesday) are purchased. **A late fee of \$20** will be added if the registration is not RECEIVED by May 31, 2008 in the State Sec/Treas Office.

Sunday, June 22: Rural Delivery Issues Training from 10 AM to 4 PM

(All certified local stewards get \$150 for first enhancement for 07/08)

No Lunch Provided but will break for lunch – All welcome - # attending _____

Sunday, June 22: Sunday Social 6 PM to 7 PM

All welcome – Barbeque at the Park – No cost if registered # attending _____

MONDAY, JUNE 23: CONVENTION STARTS AT 8:30AM**1st Timers to State Convention Meeting at 8 AM** # attending _____**Monday Buffet Lunch \$15 each** # attending _____ \$ _____**County Officers Training Monday Evening Buffet at 6 PM**

(Free to newly elected and pre-registered 2008/2009 County Presidents, Vice Presidents, and Secretary/Treasurer)

All welcome – cost to non 08/09 County Officers \$25 each. # attending _____ \$ _____

TUESDAY, JUNE 24: CONVENTION STARTS AT 8:30AM**Tuesday Buffet Lunch at \$15 each** # attending _____ \$ _____**Tuesday Evening Buffet Banquet & Fun \$30 at 6 PM** # attending _____ \$ _____**WEDNESDAY, JUNE 25: CONVENTION STARTS AT 8:30AM****Wednesday Buffet Lunch \$15** # attending _____ \$ _____

Total Enclosed \$ _____

Make Checks Payable to WARLCA and send to 2811 N Chase Ln, Liberty Lake, WA 99019 Payment must be sent with registration AND MUST BE RECEIVED BY MAY 31, 2008 TO AVOID LATE FEES.

If you find you are unable to attend, please contact Becky Wendlandt for refund. However, no refunds after June 18, 2008 until after convention and approved by board since we have to guarantee total number of meals ahead of time.

Remembering Judy

The Washington Rural Carriers extend their sympathies to the family of WARLCA member Judy Anderson. Judy died Christmas Eve in Carnation. She was well-liked by her customers who placed black ribbons on their boxes in her memory. She will be missed by her fellow employees and customers.



Judy Nuxoll

Congratulations!

Darline Kendall, retired carrier from Kennewick, was elected secretary of the National Retired and Pioneer Carrier's Club. Elections were held at the National Convention last August. All retired carriers are welcome to join and attend the annual breakfast.

John Lee, East Central County President, reports that Judy Nuxoll retired from the Newman Lake Post Office after 26 years of service. She started as an RCR, was converted to RCA, then served on an auxiliary route in 1985 which became a regular route. Judy stayed with "her route" until retirement. She was county secretary for five years.

Judy plans to visit her son, granddaughters, and great granddaughter in Tennessee. Her flower garden will be waiting for her when she returns from Tennessee.

Congratulations and enjoy your retirement Judy.

Mark Your Calendar

Steward Enhancement Training

Silverdale February 3 9am-12:30pm

Richland April 6 9am-12:30pm

District Meetings

District 1 March 2

District 2 February 3

District 3& 4 April 6

National Scholarshipsfor Juniors

Several scholarships are being offered to Juniors by the National Auxiliary. Please consult the December '07 issue of the National paper for details and applications.

APPLICATION FOR 50 or 60 YEAR AWARDS

To qualify for a 50 or 60-Year Award you must presently be a member of the NRLCA and have been a member for all or the major portion of 50 years. Applicant may have served 50 or 60 years as a rural letter carrier, OR a combination of 50 or 60 years as a rural carrier and a retired carrier.

NAME OF PERSON PROPOSED FOR AWARD:

DATE OF APPOINTMENT AS A RURAL CARRIER: _____

DATE OF RETIREMENT: _____

PRESENT ADDRESS: _____

PRESENT PHONE: _____



2008 Registration Form

Date: **April 24-26, 2008** (Thursday evening through Saturday)

Location: **Hilton Phoenix East/Mesa**

1001 W. Holmes Avenue
Mesa, Arizona 85201

Phone: **800-544-5866 or 480-833-5555**

e-mail: **www.phoenixeastmesa.hilton.com** ... book using 3-digit group code: **ARL**

Room Rates:	<u>Single</u>	<u>Double</u>	<u>Additional Person</u>
Traditional	\$129	\$129	\$15
Jr. Suite	\$159	\$159	\$15

ROOM BLOCK HELD UNDER:

Arizona Rural Letter Carriers Association

Conference Registration:	Number	TOTAL
Registration Fee (Cost is \$35 after April 1) Includes Meeting & Thursday Night Social	\$30.00 x _____	\$_____
Full Deal: (Cost is \$75 after April 1) Includes Meeting & Thursday Night Social Also Includes Friday Night Banquet & Entertainment	\$65.00 x _____	\$_____

TOTAL ENCLOSED \$_____

Please Print:

Name: _____

Address: _____

PLEASE ENCLOSE CHECK

(Payable to "Western States Conference 2008")

and **SEND BY MARCH 25TH** to:

Michaela Richard, 8150 E. Quill Street, Mesa, Az 85207-9731

Questions: Call Mickey @ 480-495-6860 or e-mail azrlcasectreas1@msn.com

Rural Carrier Evaluated Schedule															
Full-Time Basic Annual Rates															
Effective November 24, 2007 (PP 25-2007)															
RSC R (NRLCA)														Most Prev. Step:	381
Hours	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
12	11,222	12,237	12,597	13,354	13,472	13,582	13,697	13,809	13,928	14,039	14,150	14,267	14,379	14,494	14,608
13	12,158	13,263	13,653	14,471	14,596	14,717	14,838	14,963	15,084	15,206	15,334	15,456	15,578	15,700	15,821
14	13,093	14,279	14,704	15,582	15,717	15,849	15,979	16,111	16,249	16,379	16,513	16,646	16,778	16,909	17,046
15	14,032	15,298	15,756	16,696	16,838	16,983	17,123	17,268	17,407	17,550	17,688	17,832	17,976	18,116	18,261
16	14,962	16,318	16,802	17,803	17,959	18,114	18,261	18,415	18,567	18,717	18,871	19,024	19,172	19,324	19,475
17	15,899	17,339	17,851	18,921	19,082	19,246	19,404	19,567	19,727	19,884	20,044	20,207	20,371	20,532	20,693
18	16,836	18,361	18,905	20,034	20,207	20,378	20,549	20,719	20,889	21,060	21,230	21,405	21,573	21,748	21,916
19	17,770	19,379	19,953	21,145	21,330	21,508	21,686	21,868	22,047	22,228	22,408	22,589	22,767	22,947	23,126
20	18,711	20,404	21,008	22,268	22,459	22,650	22,834	23,026	23,218	23,404	23,595	23,787	23,973	24,162	24,359
21	19,639	21,416	22,052	23,375	23,571	23,773	23,969	24,170	24,368	24,565	24,764	24,960	25,164	25,361	25,560
22	20,572	22,435	23,103	24,489	24,693	24,904	25,105	25,316	25,526	25,733	25,941	26,144	26,354	26,560	26,771
23	21,510	23,457	24,154	25,599	25,819	26,034	26,250	26,470	26,687	26,909	27,127	27,342	27,559	27,776	27,994
24	22,445	24,472	25,200	26,714	26,939	27,164	27,389	27,616	27,845	28,069	28,294	28,523	28,751	28,980	29,207
25	23,380	25,500	26,253	27,826	28,066	28,304	28,536	28,774	29,011	29,246	29,485	29,721	29,958	30,196	30,431
26	24,315	26,517	27,303	28,941	29,184	29,434	29,675	29,924	30,167	30,413	30,658	30,902	31,150	31,397	31,641
27	25,251	27,533	28,350	30,049	30,305	30,564	30,816	31,074	31,330	31,587	31,837	32,093	32,352	32,608	32,864
28	26,186	28,555	29,403	31,164	31,427	31,696	31,956	32,223	32,487	32,748	33,016	33,280	33,546	33,810	34,076
29	27,121	29,575	30,449	32,274	32,552	32,829	33,097	33,374	33,647	33,925	34,201	34,472	34,747	35,019	35,295
30	28,058	30,600	31,507	33,395	33,678	33,966	34,242	34,526	34,813	35,094	35,379	35,663	35,945	36,233	36,515
31	28,991	31,615	32,554	34,503	34,800	35,093	35,383	35,676	35,971	36,263	36,560	36,855	37,148	37,446	37,735
32	29,925	32,634	33,600	35,616	35,919	36,223	36,520	36,826	37,128	37,428	37,732	38,034	38,335	38,642	38,945
33	30,861	33,655	34,655	36,727	37,040	37,355	37,664	37,979	38,293	38,603	38,918	39,228	39,542	39,857	40,170
34	31,797	34,673	35,703	37,841	38,164	38,485	38,802	39,124	39,449	39,771	40,091	40,410	40,734	41,055	41,380
35	32,733	35,695	36,757	38,953	39,290	39,623	39,949	40,284	40,615	40,946	41,278	41,609	41,943	42,274	42,603
36	33,667	36,710	37,805	40,066	40,405	40,753	41,086	41,426	41,773	42,105	42,449	42,791	43,130	43,473	43,813
37	34,601	37,732	38,851	41,178	41,534	41,882	42,231	42,581	42,933	43,283	43,633	43,985	44,338	44,690	45,035
38	35,538	38,752	39,903	42,294	42,656	43,015	43,370	43,733	44,092	44,452	44,809	45,167	45,530	45,892	46,249
39	36,473	39,775	40,956	43,404	43,778	44,150	44,516	44,888	45,258	45,626	45,994	46,365	46,735	47,103	47,475
40	37,407	40,789	42,001	44,517	44,898	45,278	45,650	46,032	46,411	46,786	47,167	47,545	47,923	48,304	48,684
41	38,806	42,321	43,573	46,187	46,581	46,976	47,365	47,757	48,150	48,540	48,939	49,331	49,723	50,115	50,507
42	40,216	43,853	45,154	47,859	48,264	48,678	49,074	49,487	49,893	50,295	50,703	51,108	51,516	51,922	52,334
43	41,614	45,378	46,722	49,527	49,948	50,375	50,787	51,209	51,633	52,049	52,474	52,892	53,314	53,739	54,157
44	43,019	46,913	48,306	51,198	51,634	52,075	52,503	52,941	53,377	53,808	54,245	54,683	55,116	55,557	55,991
45	44,419	48,438	49,877	52,865	53,318	53,768	54,213	54,666	55,116	55,562	56,015	56,466	56,917	57,369	57,812
46	45,825	49,970	51,451	54,533	54,997	55,466	55,921	56,391	56,855	57,315	57,777	58,239	58,706	59,167	59,633
47	47,230	51,497	53,030	56,206	56,683	57,166	57,637	58,116	58,598	59,073	59,553	60,029	60,506	60,987	61,463
48	48,629	53,027	54,598	57,871	58,370	58,861	59,347	59,840	60,340	60,825	61,317	61,814	62,303	62,797	63,290
Part-Time Flexible Employees - Hourly Basic Rates															
Grade	A	B	C	1	2	3	4	5	6	7	8	9	10	11	12
1	18.70	20.39	21.00	22.26	22.45	22.64	22.83	23.02	23.21	23.39	23.58	23.77	23.96	24.15	24
Step Increase Waiting Periods															
Steps (From-To)	A-B	B-C	C-1	1-2	2-3	3-4	4-5	5-6	6-7	7-8	8-9	9-10	10-11	11-12	
Grade 1	96	96	44	44	44	44	44	44	44	34	34	26	26	24	
NOTE: This schedule reflects a 1.5% general increase effective November 24, 2007 (PP 25-2007).															

OCTOBER 23-24-25, 2007 MINUTES FROM WARLCA BOARD MEETING**Best Western Lighthouse Inn, Ocean Shores, WA**

MEMBERS IN ATTENDANCE: Patricia Alexander, President; Patrick Pitts, Vice President; Becky Wendlandt, Secretary/Treasurer; Susie Hill, Editor; Becky Pike, District One; Joanne Blackburn, District Two; Cheri Freeman, District Three; Dave Reppe, District Four; Dan Schrup, Retired Carrier; and Charles Alexander, State Steward. Renee' Cowan, Assistant State Steward, attended the first day for a couple of hours as a guest.

AGENDA:**Positive Go Around, and Review Agenda****President's Remarks****Correspondence****Ground Rules****Board Policy****Minutes****Planning Meetings' Date, Time, and Place for the Year****Secretary-Treasurer's Update and Budget for 07/08****State Steward's Budget and Report****Equipment Needs****Future State Steward Position****WRC****2008 State Convention - Lynden****2009 State Convention – Spokane****2010 State Convention – Spokane****Review WARLCA Constitution and Bylaws****2010 National Convention – Spokane****DJSC's – Seattle, Spokane, and Portland****County Meetings****Next Board Meeting Date and Place****Evaluation**

President Patricia called the meeting to order at 1:35 PM on October 23. After a positive go around, the board reviewed the agenda. Charles gave each board member and assistant state steward beautiful shirts with a pika picture and inspirational wording for taking high ground.

President's Remarks:

Patricia updated the board on the NJSC, which is not meeting until after arbitration is over. The National Constitution and Bylaws Committee is meeting off site, and has completed the format of what each State should have. The committee is also reviewing each State's to make sure it is in compliance with National's, IRS, and DOL.

Patricia also updated the board on the appeal against the WARLCA and a local steward. The local steward has resigned and the appeal is now closed.

Correspondence:

1. Patricia reported that she got an official letter from Tennessee saying how sorry they were about their member bothering Rena, our Spokane Convention Bureau Representative at National Convention.
2. Patricia wrote Bob Nelson about the formula and how it hurts the carrier. She did not receive an answer, so wrote again after two weeks. Still no answer.
3. Patricia asked that the union be allowed to attend at the formula presentation to the carriers at Mt Vernon and Lynden. It was not allowed.
4. Patricia was asked to write a letter for the combined federal campaign and she did that.
5. Patricia got a letter from appeals committee concerning a carrier who had an appeal that was decided to be without merit by the delegates at National Convention.
6. A carrier who Patricia represented thanked Patricia in writing for her work, and also joined the union.
7. Joanne said that the information from the mailing to ad hoc trainers had been used by the ad hoc trainer she works with and had good results.

Ground Rules:

The ground rules were approved as read.

Board Policy:

The board reviewed the complete board policy and updated it as follows:

Under:

ADOP (ASSOCIATION DAY OF PAY):

October 23, 2007 Ocean Shores, WA

3. ADOP can be paid in conjunction with certain other leave days (not sick or any day while on official postal employment), such as: annual, X day (day off for working relief day), O day (day off for accumulating 8 hours of time), holiday, and/or non-scheduled work day (J, K day).

Under:

Reimbursement of Expenses:

October 23, 2007 Ocean Shores, WA

15. All checks issued to members by the WARLCA need to be endorsed and deposited/cashed within 30 days of receipt.

Minutes:

The minutes from the July 10-13, 2007 board meeting were reviewed and approved, with each task being read and the results reported.

Planning Meetings' Date, Time, and Place for the Year:

The following dates and locations were selected for the 07-08 year:

Fall Booster: Consensus not to have a fall booster since we will not be able to have a National Officer (they are working on the contract) and we will have more information in the spring.

Spring Booster: To be held in conjunction with joint District 3/4 meeting on April 6, 2008, Sunday, from 10 AM to 4 PM.

DISTRICT MEETINGS:

District One: Location will be in the Marysville area on March 2, 2008 from 1 PM to 4 PM.

District Two: Location will be Silverdale Beach Hotel on February 3, 2008 from 1:30 PM to 4 PM, with **Enhancement Training** from 9 AM to 12:30 PM (also in conjunction with **Board Meeting** on February 2 (from 9 AM to 6 PM and interviews at 1, 2 and 3 PM), February 4 (from 9 AM to 6 PM), and February 5 (from 8 AM to Noon).

District Three and Four (combined meeting): Location will be Shilo Inn in Richland on April 6, 2008 from 1:30 to 4 PM, in conjunction with Spring Booster and National Officer. **Enhancement training** will be the morning of April 6 from 9 AM to 12:30 PM. Also, a **Board meeting** is scheduled (9AM to 6 PM-full days) on April 7th and 8th, with travel day April 9th. (Meeting half day on April 9th if needed)

Board Meetings:

February 2nd, 4th and 5th, 2008: In conjunction with District Two meeting. The Board to travel Feb 1st (for those on East Side, otherwise February 2nd), meet full day Feb 2nd and February 4th, half day Feb 5th and travel afternoon Feb 5th.

April 7th and 8th, 2008: In conjunction with District 3/4 Spring Booster Meeting. The board will travel April 6th, full day meeting April 7th and April 8th, and travel April 9th.

June 21st, 2008: In conjunction with State Convention. The board to travel June 20th, meet full day June 21st (No ADOP to travel home)

Combined Training for President, Secretary-Treasurer, and State Steward on March 24, 25, 26, 27, 28th 2008 in Washington, D.C. (new this year-but no assistant is allowed to attend)

2008 Western States Conference in Phoenix, AZ on April 24, 25, 26th, 2008:

The board reached consensus to allocate \$1,000 to equally divide to all members who go to Western States Conference on April 24, 25, and 26th, 2008 in Phoenix AZ, and attend all speaking/business sessions (they do not have to attend social or banquets to be eligible for funds)

Secretary-Treasurer's Update and Budget for 07/08:

Membership: We have hit an all time high of 1955 members before the bi-weekly separations. The mailing to the 400 non-member reliefs was successful in returning 18 more members. We used the Circuit City newspaper report showing laying off "high paid" employees – those over \$15.00 an hour – and replacing them with cheaper help so that Circuit City can show a higher profit to its stockholders. Circuit City employees do NOT have a union.

Renee' Cowan reported that Mutual Counties is doing a survey with questions on how to get more members to participate in the county meetings.

Financial: The board reviewed the vouchers for the first quarter of 07/08 year. We cashed in another CD; leaving us with 3 CD's. Interest is higher on the CD's than in savings. Total ADOP for the year was 944 Days compared to 938 days for 05/06. As of end of September 2007 (3 months this year) we are 44 days over Same Period Last Year (SPLY). The audit committee, made up of Cindy Koker, Dan Schrup, and Noretta Stritzke, reviewed 06/07 year for 5 hours at the State Secretary's house on September 22, 2007. Their report is as follows:

"We reviewed vouchers, checks paid, membership, bank statements, payroll records, and cash paying members. We found all records to be in good order and appreciate all the hours of work Becky does for our union."

The audit committee's report will be in the next issue of the WRC.

The board discussed the importance of the counties having the meeting notices sent out timely and other county functions. The deadline for the annual county meeting is May 14th, 2008. The deadline to send registration for State Convention is May 20th.

State Steward's Budget and Report:

The board reviewed the state level steward's budgets and meetings.

Report on Steward Summit: This was the first time Becky attended. All participated and gave professional presentations, with Charles teaching on computers and Patricia teaching on language skills. All felt that the steward summit should be held each year, not just for the training but also for the time to see what the other assistants have going in their areas.

Charles updated the board on the following:

- ✓ Charges against a local steward have been resolved.
- ✓ CDS (Contract Delivery Service): Charles reported the amount of time and effort that has been used to fight this, especially in Seattle District.
- ✓ Formula in Seattle District – what the union is doing to fight this.
- ✓ Special Count: Charles reported that Western Area had counted some routes that do not qualify for a special count and have to be remade whole. There were 7 in the Seattle District. Charles will have Joyce and Monte check with Spokane and Portland Districts.

Local Steward Training and Enhancement Trainings: Charles said we will have two enhancement trainings: One in Silverdale and one in Richland. Local stewards trained on an as-needed basis. Renee' looking for a site to train local stewards in the general area (might be up to 5). We currently have 61 certified local stewards (including the assistants). Trainings at State Convention: Enhancement training will be offered on Sunday, as well as general training for stewards and non-stewards.

Equipment Needs:

Becky W to find screen for east side (Becky P has screen for west side). The new LCD from Costco will be stored at Charles, with Becky W having one and Patrick having one.

The following equipment was deemed not working and to be destroyed:

10/99	UPS (APC Brand) s/n PB9828149341	Destroyed 10/2/07
6/02	Fujitsu Laptop Pentium 4 s/n R2605454	Destroyed 10/2/07
5/03	Travel Scan Pro USB Scanner	Destroyed 10/2/07

Future State Steward Position:

The board discussed the future state steward position since Charles is retiring November 1, 2008. Brainstorming amount of days used showed the following:

Days used: Board 20 days, National sponsored training 20 days, 2 days office a week 104 days, total 144 days.

Since this position will be at a minimum 130 days of LWOP a year, this would put the new person in setting their retirement back one day for every day over the 130 days. If they used 150 days a year, and did this for 6 years, it would set their retirement back 6 months.

After much discussion the board reached consensus on the following:

WRC:

The board set the following dates for the 3 issues of the WRC:

2nd Issue: To the printer by January 15th, articles due January 5th. This will have State Convention registration (association and junior), hotel information, board minutes, financial statement, new members, notice of deadline for campaign notices, member of the year forms, fifty year member forms, and officer articles.

3rd Issue: To the printer by April 1st, articles due March 20th. This will have State Convention registration, hotel information, board minutes, financial statement, new members, campaign notices, officer articles, deceased members, photo and bio of national speaker, and member of the year forms.

2008 State Convention – Lynden:

We have a signed contract with Homestead Farms Golf Resort and Convention Center in Lynden, WA. They have 30 rooms in the hotel, plus 6 Great Links Lodge condos, so we would be their only guest during this time. Cost is \$74 single/double farmhouse std and \$89 single/double farmhouse deluxe. The Great Links Lodge Condos are \$129 single/double. All have \$2 resort fees per night. Dates are:
Friday 6/20/08: 5 rooms held in Great Links

Saturday 6/21/08: 14 rooms held. Board meeting all day

Sunday 6/22/08: 36 rooms held. Steward Training all day

Monday 6/23/08: 36 rooms held. Convention Starts, Officers Training in Evening

Tuesday 6/24/08: 36 rooms held. Convention 2nd day, Association Banquet in Evening

Wednesday 6/25/08: no rooms held. Last day of convention..

Room reservation deadline is 5/23/08. We need to meet 50% of the rooms blocked (minimum 60 rooms). If juniors are eating at the hotel for their banquet, they need a head count ahead of time. Joe and Becky Pike will need to coordinate junior functions at the hotel. Overflow hotel is the Windmill in downtown Lynden.

The board reached consensus to invite District Manager Harold Matz and the Lynden PM for a short welcome.

Phone number for Homestead Farms: 1-800-354-1196 www.homesteadfarmsgolf.com

2009 State Convention – Spokane:

The delegates voted to come to Spokane in 2009 and 2010 so the contract was signed with the Red Lion Hotel at the Park. Dates will be June 20, 2009, Saturday for full day board meeting, June 21, Sunday, for steward training, Convention starts Monday, June 22 and goes to Wednesday, June 24th, 2009, (however June 25th set aside in case 2010 committees want to meet). Room rates will be set one year before. Currently the rates are Single/Double \$92.95 and Triple/Quad \$112.95 plus taxes (maybe 4% to 6% increase). One executive suite at single rate for committee/training is blocked. Block of 89 total rooms needed, (can not go under 20% without penalty). Also, one comp room for every 50 room nights. May 20, 2009 is the cut off date. Reservations can be made at 1-800-Red Lion. Meeting room rental will be waived if we meet 80% of the room block and \$3,500 minimum food and beverage.

The District 4 Representative will be the chair and be responsible for door prizes and deciding on menus.

2010 State Convention – Spokane:

Dates will be June 19, 2010, Saturday for full day board meeting, June 20, Sunday, for steward training, and convention will start June 21, Monday through June 23. June 24 has also been set aside for 2010 Committee meetings. Same contract as 2009 with the Red Lion Hotel at the Park (also the main hotel for 2010 National Convention)

The District 2 Representative will be the chair and be responsible for door prizes and deciding on menus.

Washington Constitution and Bylaws:

Tony Lott has done a rough draft to bring our State Constitution and Bylaws into the same format as the National Constitution. The National Constitution Review Committee has made a template for states that wish to have their Constitutions look like the National Constitution. Do we need to make any changes to bring us into compliance with the Department of Labor, IRS, and the National Constitution?

2010 National Convention – Spokane:

The board discussed planning for 2010 and Becky P, Cheri, Susie, and Patrick will meet November 10 to have a planning session at Becky's house with the goal to get organized, create vouchers, pick chairs and start committee chairs working on their committees.

DJSC's – Seattle, Spokane, and Portland:

Seattle DJSC: Patrick reported that their 24 hour training had been cut down to 12 hours and now they have gotten it back up to 24 hours. Patrick noted that the Ad Hoc Instructors Manual has it where DPS is "safer, faster, etc to case it". The 30 day DPS review is creating problems in Seattle (as well as Spokane) since we don't have a process on the National level.

Spokane DJSC: Cheri updated the board on the Spokane DJSC projects of taking DPS to the street in a left hand drive safely and mentoring new hires.

Portland DJSC: Patricia said she gets the Portland DJSC minutes and has put them in the boards' folders. Patricia contacted Charlie Brown and asked that next time they have an opening on the DJSC to please contact Patricia as we would like to submit a name. Dan said their coordinator is an Oregon rural carrier who is now in 204B status. Monte is a facilitator for the Oregon District and is doing testing for new RCA's.

Next Board Meeting Date and Place:

February 2nd, 4th and 5th, 2008: In conjunction with District Two meeting. The Board to travel Feb 1st (for those on East Side, otherwise February 2nd), meet full day Feb 2nd with interviews at 1, 2, and 3 PM, and February 4th, half day Feb 5th and travel afternoon Feb 5th, at the Silverdale Beach Hotel, Silverdale, WA.
Respectfully submitted, Becky Wendlandt

COUNTY CONSTITUTION AND BYLAWS' CHANGE

The following Constitution and By-Laws' change was adopted at the _____ (date) meeting of the _____ Rural Letter Carriers'. It was passed by a 2/3 vote.

Place only one Constitution and By-Laws' change per sheet. Either print or type please.

Currently found in: 07/08 County Constitution and By-Laws'

In: _____ Constitution, OR _____ By-Laws'

In: Article # _____ and Section # _____

Present Language:

Proposed Language:

Intent and Reason Of Change:

Signed: _____ **Date:** ____/____/____

Secretary of: _____ **County**

(Note: County Sec/Tres will sign this and save for 1 year as well as updating their county constitution and bylaw with this passed change. The exact wording and vote of this should also be part of the minutes that are saved permanently.)

RESOLUTION

Please submit one resolution per page. Please type or print it, then submit it to your county secretary at the county annual meeting. If passed at your county meeting, it will be sent by the county secretary to the state secretary to be presented at the 2008 State Convention.

The following resolution was adopted at the _____ (date) meeting of the _____ Rural Letter Carriers' Association. It is hereby submitted to the Resolutions Committee at the 2008 State Convention, Lynden, WA, for consideration and appropriate action.

Currently found in: PO 603 _____ USPS/NRLCA CONTRACT _____
ELM _____ SAFETY HANDBOOK _____
OTHER: (NAME) _____

CONSTITUTION AND BY LAWS: _____ NATIONAL? _____ STATE? _____
Article: _____ Section: _____ Paragraph: _____

Binding: _____ or Non Binding: _____ (Must Select One)

If this is binding, state to whom: _____

Whereas OR Present Language:

Therefore be it resolved OR Proposed Language:

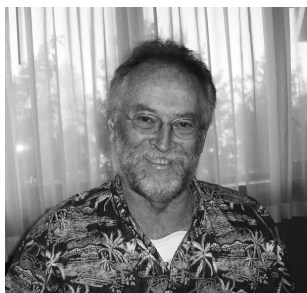
Intent And Reason of Change:

Signed: _____ Date: ____/____/____
Secretary of: _____ County
Sent to State Secretary on: ____/____/____ (Date)

Greetings from the Retired Carrier Representative

Daniel N. Schrup

Hello all, another year is upon us and as I read the emails from board members concerning the sundry goings on concerning the USPS and the Rural Craft I have come to the conclusion that I am glad I am now retired!



As I am sure you all know the Eischen settlement coming down in favor of the Rural Craft has been a plus for all of us – including the recently retired such as myself. But there is a situation that has come to my attention through the vigilance of our valued secretary treasurer; and that is that the postmasters are not being required to research addresses of or to try to contact those RCAs that may have been working for the postal service during any of the qualifying periods noted in the Eischen award. I feel that this may have a negative impact on those RCAs that are no longer working for the USPS. I would like to suggest to all of you out there reading this short missive to try to contact any of those RCAs that may have worked in your office during any of the qualifying periods and urge them to call the office and ask if they have a check waiting for them in the office. Otherwise the check will be returned to the postal service on the 25th of February, and I for one would hate to see the postal service not pay out every cent that is coming to all rural carriers.

It is an honor and a privilege to serve the Washington Rural Letter Carriers as your retired representatives and I am always available to all of you at any time. You may contact me on my home phone at 509-325-0282 or my cell at 509-389-0181.

CALLING ALL COOKS

Do you have a favorite recipe? What's the best dish at the office potluck?

Now is your chance to share these favorites and see your name in print. We are going to produce a Washington Rural Carrier Cookbook as a fundraiser for the Spokane 2010 National Convention. There will be several categories so feel free to submit several recipes. You may include a short note about the origin of the recipe.

Please submit your recipes by mail to Susie Hill, PO Box 93, Vashon, WA 98070-0093 or e-mail them in a Microsoft Word document (s.k.hill@comcast.net).

If we receive more recipes than we can print or if there is more than one version of a specific dish we can have a cook-off at State Convention in 2009.

Have You Moved Recently?

You need to notify the Postal Service of your new address in addition to submitting the normal change for your home mailings. Call Postal Ease at 1-877-477-3273. Select #5, #2 and then #9. You will need your employee ID number and PIN. The NRLCA receives address information from the Postal Service for its mailings so it is important for you to change your official mailing address with the Postal Service.

New Retiree Website

A new postal website has been developed to keep retirees informed of pertinent issues. Check out Keepingposted.org for news, annuitant resources and special offers such as computers and cellular phone services. You do not need a password to access this site.

WA New Members Since 10/1/2007

<i>Name</i>	<i>Post Office</i>	<i>Name</i>	<i>Post Office</i>
JOHNNY R BERRY	AIRWAY HEIGHTS	JESSICA L ADDIS	OAK HARBOR
NANCY J SHAFER	AUBURN	SHARON MADDOX	OAK HARBOR
RUSS HANSEN	BELLINGHAM	HUONG N NGUYEN	OLYMPIA
SHELLEY L MILLER	BLAINE	LAURA E HEGGIE	OMAK
SHANNON C JOHNSON	BRUSH PRAIRIE	BECKY J MOORE	PORT ORCHARD
CARRIE L COX	CAMAS	ORLANDO O DIAZ	POULSBORO
EMILI H THOMPSON	CASTLE ROCK	VIVIEN ECKSTROM	POULSBORO
REBECCA L CANNON	CHENEY	DEBORAH L LOFTIS	PUYALLUP
KYLE T CAROSELLA	CHENEY	ERIC B GRIMES	RAVENSDALE
BRIAN R HOWARD	CHENEY	ROBERT DRAWSBY	ROY
KIT S WADDLE	CHENEY	MARY A WOLF	SELAH
ROBERT W WENDT	CLINTON	JULIE A OLBERS	SEQUIM
MARTIN S PALMER	DAVENPORT	KENNETH A MCDONALD	SILVERDALE
BILLIE ALLEN	EATONVILLE	NAMTHIP U EVANS	SNOHOMISH
STACY DE BRULER	ENUMCLAW	JAMES GANALON	SNOHOMISH
NANCY HITCHCOCK	ENUMCLAW	AMY LAI	SNOHOMISH
MARIYA V ALEKSANDROVA	EVERETT	PAULINE PARKER	SNOHOMISH
MICHAEL R BANKER	EVERETT	KERAH HAGEN	SPANAWAY
KYLE T MATSON	FAIRFIELD	JOSHUA A HANES	SPOKANE
NUIE E ROBERTSON	FALL CITY	WARREN I TANTER	SPOKANE
JANET M SMITH	FRIDAY HARBOR	LORI LEWIS	STANWOOD
ZACHARY A KOLDEN	GIG HARBOR	JEROME SHEARER	STANWOOD
DENA L LACK	GREENACRES	REMANDEEP K BHULLER	SUMNER
JULIE LEINEN	ISSAQUAH	CAROLE S PRIEST	SUMNER
TAMMY L SIBERT	LA CENTER	JESTRINA E STEVENS	SUNNYSIDE
JENNIFER J LESKO	LANGLEY	DENISE C PATTERSON	VANCOUVER
SUSAN M KLEIN	LOPEZ ISLAND	THEA M MINGS	WASHOUGAL
TIMOTHY A TOWNSEND	LYNDEN	CARLA R JOHNSON	WENATCHEE
SERENA M OLESEN	MAPLE FALLS	CINDY MORROW	YELM
BETTE GOE	MAPLE VALLEY		
DOROTHY SAM	MAPLE VALLEY		
SHELLY A VALLEJO	MAPLE VALLEY		
DIANE BELYEA	MARYSVILLE		
REBEKAH STARK	MONROE		
JAMES VASQUEZ	MOSES LAKE		
MICHELLE D HARTSHORN	NEWMAN LAKE		

AUXILIARY OF THE
WASHINGTON RURAL LETTER CARRIERS' ASSOCIATION

* * * * *

APPLICATION
WRLCA AUXILIARY SCHOLARSHIP

NAME _____ ADDRESS _____

1. Parents, Grandparents or Guardians (Parents & Grandparents must be members of both the WRLCA & Auxiliary).

WRLCA: NAME _____ ADDRESS _____

SPOUSE'S NAME _____ ADDRESS _____

SPOUSE'S OCCUPATION _____

2. Sisters (give age) _____

Brothers (give age) _____

Are any in college or vocational school? _____ How many? _____

3. What college or vocational school do you intend to enroll in next year? _____

4. What subject do you expect to major in? _____

5. Why do you wish to go to college or vocational school? Write a paragraph stating your plans, hopes, and aims.

6. List your school and community activities.

7. You must include:

- a) One or more letters of recommendation from school personnel, such as supervising teacher, advisor, etc.
- b) One or more letters from members of the community, such as minister, employer, etc.

8. The application and accompanying information for items 5 & 6 must be the work of the applicant.

9. The scholarship must be used in the school year it is awarded.

10. Applicant will not turn age 21 by the end of December of the year the scholarship is awarded and is not married.

If I do not complete one full quarter or semester or am not enrolled by March 15 (except for reasons beyond my control) I will return the amount of the scholarship to the Auxiliary in order that it may be given to another deserving applicant.

SIGNATURE OF APPLICANT _____

SIGNATURE OF PARENT OR GUARDIAN _____

A NOTE TO JUNIORS & PARENTS!!!

State Convention Information

Happy New Year—"2008"!! I hope you had a wonderful holiday season and wish all of you a new year that will be one of your best!!

SCHOLARSHIPS: It is time to apply for the National and State Scholarships again. It is always handy to have some extra money for college or technical school. In the last National Magazine (December, 2007), you will find all 8 National Auxiliary Scholarships shown. Please look into these and I will be glad to send a packet out to you. **THE DEADLINE FOR THE NATIONAL SCHOLARSHIPS IS MARCH 1, 2008.** There is also our State Auxiliary Scholarship which normally is given out to 2 Juniors. You will see a copy of this scholarship in this state paper, along with this article. **THE STATE SCHOLARSHIP HAS TO BE RETURNED TO ME BY MAY 15, 2008.** The Auxiliary would really like to see our Juniors apply for any or all of these. We were very happy with how many Juniors applied last year and hope as many or more will try again this year. There is some work involved but the extra money toward books, tuition, or housing can be SO helpful. To get your scholarships, please call me (Donna) at 509-285-5272 and I will mail them out to you right away. If you leave a message, please leave your name and phone number where I can get back to you. **BEFORE YOU MAIL THE SCHOLARSHIP BACK TO THE APPROPRIATE PERSON, BE SURE YOU HAVE COMPLETED IT IN FULL, HAVE INCLUDED ALL INFORMATION REQUESTED, AND YOU & YOUR PARENT HAVE SIGNED WHERE REQUESTED. IF THE APPLICATION COMES BACK INCOMPLETE, IT WILL BE DISQUALIFIED AND THE AUXILIARY TRULY WANTS ALL JUNIORS WHO CAN, TO GO FOR THESE.** The amounts of these scholarships can range from \$500.00 to \$2,000.00 so I hope as many Juniors who are eligible will apply. If you have any questions, please feel free to give me a call.

POLO SHIRTS: Since the Polo shirts were so popular with the Juniors last year at State Convention, it was decided by the Auxiliary and Juniors to have them again for the 2008

State Convention. Fred is going to try and see if he can get some youth sizes for those Juniors who are younger so they will fit better. No color or logo has been determined yet so if any of you Juniors have suggestions, e-mail or call Junior President, Nicole Cowan or Junior Vice-President, Karissa Cavazos with

your ideas. Their names are in the back of this State Paper. The Auxiliary invites any and all input!! This will be decided at the Spring Auxiliary Board Meeting on March 9, 2008.

ACTIVITIES: Fred is busy trying to find the best deals and activities for the Juniors in the Lynden area for the 2007-2008 State Convention. Going to the ocean and a water park were 2 suggestions that Fred is looking into. After what Fred has come up with in the past, I'm sure he will find other fun and educational things for the Juniors to do.

JUNIORS PRE-REGISTRATION FORMS: ** THIS YEAR REGISTRATION FOR JUNIORS WILL BE DIFFERENT.** In our next State Paper, there will be a pre-registration form for the Juniors. This needs to be filled out completely and mailed in with the registration money so the Juniors will be registered ahead of time as the Association does. The forms and money will be due the same date as the Association. ****It was also discussed at the Fall Auxiliary Board Meeting that the registration fee for Juniors may have to be increased a little again this year.** The increase in price of gas, groceries, and the many other expenses for the Juniors activities is making this necessary. No definite decision will be made until the Spring Auxiliary Board Meeting on March 9, 2008, after Fred has had a chance to negotiate prices for activities, eating, bus costs, and everything else that has to be taken into consideration. **** The Auxiliary feels that getting the Juniors pre-registered will help in many ways, especially if the Juniors go to an activity that needs a count of the Juniors attending ahead of time, such as Fairchild Air Force Base last year. The Auxiliary will have the information needed. The pre-registration forms will be up-dated which will include the registration fee amount, medical conditions that the Auxiliary should be aware of, food allergies, and various issues such as these. IF THE PRE-REGISTRATION FORM IS NOT RETURNED IN TIME WITH THE APPROPRIATE REGISTRATION FEE, THERE WILL BE A SLIGHT PENALTY AS THE FORM WOULD BE CONSIDERED LATE.** The Auxiliary knows that sometimes it is hard for the Association members to know if their children will attending the State Convention very far in advance but we truly hope this doesn't hinder or keep those Juniors from coming who enjoy it so much from year to year. Please contact Auxiliary President, Joe Horlacher at 509-286-3771 if you have further questions.

PARENTS TO JUNIORS BANQUET: Some of the

parents (Association Members) of the Juniors are interested in going with the Juniors to their Banquet Night. This sounds great to the Auxiliary, and maybe very valuable & fun to the Juniors.! On the new Junior Pre-Registration form, there will be an area where the parent or grandparent can mark if they would like to go to the Junior Night Banquet. **MONEY FOR THE BANQUET WILL NEED TO BE SENT IN WITH THE PRE-REGISTRATION MONEY.** Last year, a Junior's Mom went to the Junior Banquet and both she and her daughter had wonderful, quality fun time together. If you would like to do this, please feel free to join us!!

JUNIOR PICK-UP AFTER CONVENTION: It was brought up and discussed at the Fall Auxiliary Board Meeting, about having an Auxiliary person stay with the Juniors during the Convention until all Association parents or grandparents have picked up their children, especially the last day of the State Convention. This will be discussed further at the Spring Board Meeting.

AUXILIARY MEMBERS REMINDER: We are planning a fun time for all the Juniors who come to the 2008 convention in Lynden. We had new Auxiliary members join us last year who want to come again this year. We continue to encourage all of you to join us and help out as you feel led. Thank you.

Donna Felgenhauer
Auxiliary Secretary-Treasurer/District 4 Rep.
209 N. 6th St.
Oakesdale, WA 99158
509-285-5272

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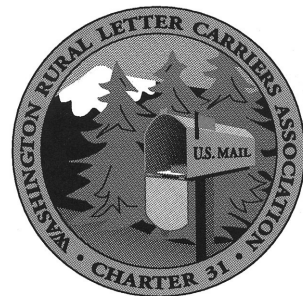
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WASHINGTON RURAL CARRIER

UPCOMING DATES TO REMEMBER

District 1	March 2
District 2	February 3
District 3-4	April 6



Where Service Begins With a Smile